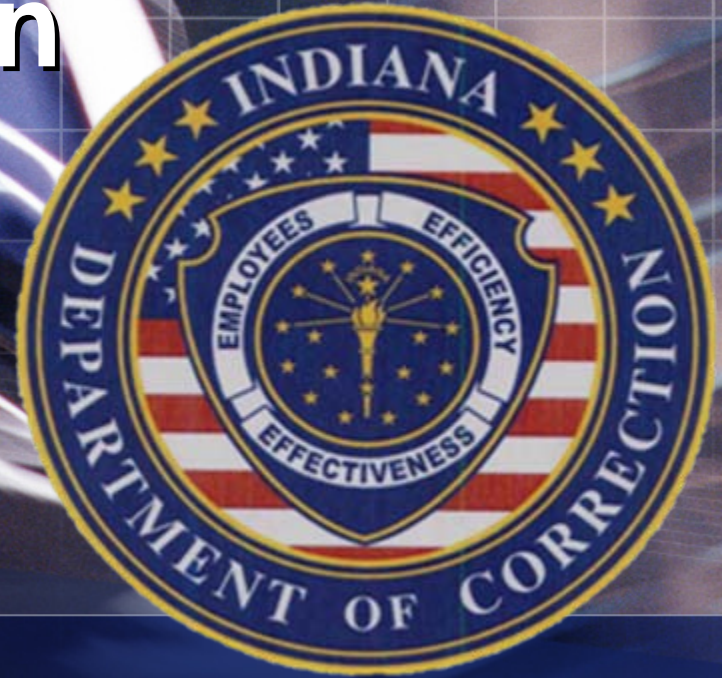


# **The Indiana Department of Correction**

*presents*



## **New Employee Orientation: Cultural Diversity**

# Performance Objectives

1. Identify differences among people found in a diverse work place.
2. Recognize the difference between prejudice and discrimination.
3. Recognize the benefits of valuing diversity.





It is a Core Value of the Indiana Department of Correction to value diversity in the workforce to promote equality, respect, and understanding among all individuals.

# What Is Diversity?

Diversity is defined as a difference or variety. Without differences or variety among people in the world, the ability to grow and learn would be limited.

# What Is Diversity In The Workplace?

Diversity in the workplace refers to differences we recognize in ourselves and others, such as: Gender, Culture, Race, Ethnicity, Age, Religion, Sexual Orientation, Family Structures, Physical and Mental Disabilities or Challenges.



# Importance of Diversity

It is therefore necessary to understand and embrace diversity. It is also necessary to understand that each person's contributions to the organization are important as a means for growth.

# Diverse Work Environment

The correctional workplace may present challenges to individuals who have not worked in a diverse work environment. It is important that co-workers are treated equally and without prejudice or discrimination based on the differences previously listed.

# Prejudice Defined

An adverse opinion or learning formed without just grounds or before sufficient knowledge; an irrational attitude of hostility directed toward an individual, a group, or a race, or their supposed characteristics.



# Discrimination Defined

The act, practice, or instance of making a difference in treatment or favor on a basis other than merit; the act of discriminating categorically or by group, rather than individually; the results of a prejudiced or prejudicial outlook, action, or treatment.

# Staff Behavior Towards Offenders

Correctional staff are also mandated by policy to treat offenders in a non-discriminatory, non-prejudicial, and professional manner. Staff are to role model appropriate behavior to assist the offenders in their efforts to successfully re-enter the community upon their release.

# Effective Employees

To be the most effective employee that you can be, the following skills should be developed:

Listening

Checking your Perceptions

Gathering Information

Avoiding Judgmental Reactions

Cultivating Self-Awareness

Communicating to Others

Implementing the Golden Rule



# Benefits of Valuing Diversity

Increased Safety of the Facility

Motivation and Morale Increases

Improved Job Satisfaction

You have now completed the *New Employee Orientation: Cultural Diversity* module.  
Please advance to the next module.

